



where small business makes a big difference









HOW TO FIND A LARGE PRIME CONTRACTOR/MENTOR

WEDNESDAY, MARCH 23, 2016



Mentor Guiding Principles



- Sound leadership commitment to Supplier Diversity and Mentor-Protégé Program
- Mentor serves as a "coach" and "teacher"
 - "Can do" attitude; know how to get things done!
 - Skills: Flexibility/creative problem solver with excellent people/networking skills
- Protégé capabilities/core technology should complement mentor's needs
- Mentor must fully understand the Protégés needs (needs assessment) and implement them
- Outline a developmental strategy/plan to address protégé's needs
- Mentor-Protégé is a "team effort!"
 - Must have frequent physical presence with protégé; proximity to protégé very beneficial
 - Treat protégé as an extension of mentor
- Build trust relationship via goal alignment and open communication
 - Be flexible since protégé's needs change over time
- Serve as a Protégé ambassador within own company and with other companies
- Sound continuous improvement is the foundation of developmental assistance
- Follow Mentor-Protégé Program Rules (e.g., semi-annual reports)

Protégé Guiding Principles



- Maximum leadership commitment to program by providing excellent quality, ontime delivery, at affordable prices
- Leadership very responsive to mentor's process improvement recommendations
 - Jointly develop goals, objectives and detailed, measurable technical developmental assistance plan
 - Mentor and protégé must understand and develop strategic plan together
 - Protégé must listen to mentor and follow-through on agreed actions
- Mentor-Protégé is a "team effort!"
 - Protégé should find the "right" mentor (aligned in technology and culture)
 - Protégé must dedicate time to help mentor, learn protégé's business
 - Constant, consistent communication (phone, e-mail good; physical presence better).
 - Mentor is the "coach" for the team
- Build collaborative relationships through trust
 - Mentor and protégé must be direct and honest with each other
 - Must take risks together (and still make good business decisions)
- Continuous process improvements must be key strategy of mentor-protégé agreement
 - Protégé must be open-minded and embrace necessary change